

2020 Summary of Benefits — General Employees

Employees who **Decline health insurance** must provide proof of active group coverage.

INSURANCE Bi-WEEKLY (Per PAY) RATES	HEALTH “Blended” Plan	HEALTH High Deductible Plan w/HSA	DENTAL Bi- WEEKLY RATE	VISION Bi- WEEKLY RATE
Employee Only	\$ 37.96	\$ 16.99	\$ 17.78	\$ 2.62
Employee + Spouse	\$ 104.44	\$ 66.23	\$ 33.59	\$ 5.24
Employee + Child(ren)	\$ 84.08	\$ 47.44	\$ 37.53	\$ 4.98
Employee + Spouse + Child(ren)	\$ 283.31	\$173.08	\$53.34	\$ 7.82

HDHP	Deductible	City to HSA	You Contribute to HSA	City Add'l Match	Total HSA
Employee Only	\$1,500	\$1,500			\$1500
Employee + Dependents	\$3,000	\$1,500	\$28.84 per pay = \$750	Up to \$750	\$3000

Employees who **Elect High Deductible Plan with HSA** will receive a City contribution of \$1500 (or prorated amount) to their Health Savings Account (HSA) or regular account if not eligible for a Health Savings Account.

Employees with Dependents on their health insurance may receive a match up to max of \$750 from the City to their HSA. The deductible for the HDHP is \$1,500 (Individual) and \$3,000 (Employee + Spouse/Child/Family)

HSA Limits—Individual Coverage \$3,500 Dependent Coverage \$7,000—55 and older can contribute an additional \$1,000

Accrued Leave:

Sick Leave 12 days per year

Paid Holidays 12 per year

Annual Leave 12 days per year (Years 1-4) 15 days (Years 5-10) 20 days (Years 10 +)

Upon termination employee will receive a maximum pay-out up to 320 hours sick and 320 hours of annual accrued leave.

City provides at no cost to employee:

Long Term Disability Insurance (begins on 91st day of continuous absence)

Life Insurance (for amount equal to annual base salary)

Accidental Death & Dismemberment (for amount equal to annual base salary)

Contribution to 401(a) of an additional 10% each payroll for general employees (17.5% for Firefighters)

401(a) Vesting - 5 years for ALL Employees.

EAP program—6 counseling sessions per person/per issue/per year, unlimited referrals.

Mediquick Employee Clinic at Pinnacles Drive—Mon 3pm –6pm / Wed 8am—10am / Fri 1pm—4pm

Employee may apply for the following at his/her cost:

Short Term Disability Insurance (begins on 8th day of absence to the 90th day).

Voluntary additional Life Insurance (Guaranteed Issue to a max of \$100,000 if elected as new hire).

Voluntary additional Spouse Life Insurance (Guaranteed Issue to a max of \$30,000 if elected as new hire).

Voluntary additional Child Life (\$10,000 policy @ \$1.66 per month any number of children, same cost).

457(b) (Traditional and Roth) —Automatic Enrollment at 2% of gross salary to receive City’s 2% match.

Employees can contribute up to \$19,000 per year, employees 50 and older can contribute an additional \$6,000.

Colonial Life provides Policies for Accident, Hospital, Cancer and Specified Health.

529 College Fund.

Wellness Program:

Employees who opt-out of City insurance will receive \$1500 (or a prorated amount per year) - **Proof of Coverage is required**

Tuition Reimbursement: Up to \$198 per undergraduate hour and Up to \$436 per graduate hour (max of 6 per semester).